

This request is for materials related to LAPD's handling of protests:

1. Policies and procedures for LAPD presence at protests, including policies and procedures on LAPD photography and videography at protests. This should include policies concerning retention of photos and videos of protests.

Manual Section: 1/460.50 DEPLOYMENT AT LABOR DISPUTES

Recognizing that misunderstandings and law violations are minimized in an atmosphere of mutual cooperation and trust, the Department created LRU to coordinate and advise on Department activity relating to labor disputes. The Labor Relations Unit gathers information regarding strikes, investigates selected related crimes, and meets with officials from organized labor, management and the Department to discuss and alleviate police problems arising from such disputes.

In a labor-related demonstration, incident commanders shall, with the assistance of LRU, make every attempt to identify the union leadership and maintain ongoing communication with those leaders through the duration of the demonstration, notifying them of problems if and as they develop and enlisting their aid in policing the conduct of their own members.

Should it become necessary to declare an unlawful assembly, the dispersal order should be announced in both English and a second language, if the situation is appropriate for those bilingual commands. Upon the declaration of such a dispersal order, the incident commander should make every attempt to ensure demonstrators have a sufficient amount of time to disperse in an orderly and lawful fashion.

Police officers will not normally be deployed at strike scenes; however, when such deployment becomes necessary, it is the responsibility of the concerned Area commanding officer to take the necessary police action to deter crime and to keep the peace. Any need or deployment of photo or video personnel at these events are made by the Incident Commander.

Labor Relations Unit personnel do not gather, retain, or take photos or video at labor scenes. These items serve no use or functional purpose, related to handling or investigating labor actions.

LAPD LABOR RELATIONS MANUEL: GUIDELINES FOR HANDLING LABOR DISPUTES

Police should make reasonable efforts to uphold the right to picket peacefully. Mass

picketing or circular picketing is not itself a violation of law; however, if illegal acts result from such picketing, corrective police action should be taken. When mass picketing is conducted in a congested area or where pedestrians are deprived of the normal use of sidewalks, the public inconvenience should be brought to the attention of the union official. Although the Department has no legal authority to establish a strike perimeter or limit the number of pickets, a tactful suggestion to use a particular portion of the sidewalk or other property is usually accepted.

Critical situations can arise in labor-management disputes that have a potential to erupt on a major scale, requiring redeployment of Department personnel in order to re-establish control. Supervisors should implement a log recording all pertinent information during the labor dispute. Consideration should be given to deploying Department video equipment, decibel meters, etc., to aid in the determination, documentation, enforcement and prosecution of applicable violations, especially with organized labor groups with a history of unlawful behavior. The LAPD/LRU personnel does not keep or maintain a list or files of unions that have a history of unlawful behavior.

2. Policies and procedures for LAPD monitoring of social media having to do with protests. This should include policies concerning the use of social media accounts not obviously controlled by LAPD.

Labor Relations personnel utilize Department computers to monitor public web sites and social media sites maintained by many of the labor unions that operate within the City of Los Angeles. These searches and web site visits are utilized to identify upcoming labor events, such as pickets, job actions, media campaigns, and the status of contract negotiations and may reference them in briefing Department Command Staff and Incident Commanders.

The Labor Relations Unit Manual does not cover social media, so we (LRU) are guided by the Chief of Police, Social Media Guide, published March 12, 2015.

3. Copies of all photos and videos made by the LAPD at protests in 2018 and 2019.

In attempt to remain neutral to all parties involved in labor disputes, the Labor Relations Unit has a best practices policy/procedure of not photographing labor union members, to include taking selfies with picket Captains, labor Organizers, labor Agents, and/or business members. This practice was established to maintain the trust of the labor unions and their members, by maintaining the anonymity of all members that are engaged in Federally protected activities and reduce the possibility of retaliation within the workplace. Labor Relations Unit personnel have to maintain a position and perception of neutrality and impartiality when actively engaged in the performance of their duties.

4. Screenshots and other types of copies made of web pages including but not limited to social media by LAPD having to do with protests in 2018 and 2019.

The Labor Relations Unit does not maintain or has any use of screenshots or copies of social media sites maintained and/or operated by labor unions. Only screenshots utilized are for training of Command Staff, line supervisors, and officers regarding the handling of incidents involving labor unions. The training is conducted utilizing Power Point presentations that are maintained by personnel assigned to the Labor Relations Unit.